

WPI FBC Minutes – Meeting #4 AY23-24

10/12/2023

In attendance: Sarah Stanlick, Rob Dempski, Diane Dubois, Mike Hamilton, Nicole Caligiuri, Dirk Albrecht, Wilson Wong, Mike Radzinski

Absent: Shams Bhada, Liz Chirico, Jessica Sabourin

Guests: Hilary Clark, Lauren Turner

Lauren Turner presented to the FBC regarding topics that we requested. She spoke about the salary bands and how they looked at the modeling. She presented a work in progress that her team started last year and welcomed the FBC to work on. T&I suggested we start from scratch.

Lauren talked about the MegaRoth option for retirement contributions. T&I pulled participant data and found that most eligible employees are not supplementing their retirement contributions. Before adding another plan option, T&I feels there needs to be education around supplementing contributions.

Lauren touched on the question regarding hours of operation; T&I did some preliminary benchmarking which shows many higher ed institutions have a 37.5 hour work week. She also reported that Staff Council has provided feedback from staff on a number of areas of interest, including hours of operation, flex/hybrid, summer schedule. The Staff Council is meeting with her and the President next week..

Lauren discussed the opportunities for employee learning, such as, Inclusive Excellence Training and DEIB (Diversity, Equity, Inclusion and Belonging) Wellness Day. She also discussed areas of Professional Development such as the Women's Leadership Program and a new Management Essentials training program for new managers. It was suggested there be neurodiversity training available for teaching students on the Autism spectrum. Sarah spoke about that type of training done a few years ago, and it was helpful. Center for Project Based Learning has partnered with The Morgan Teaching & Learning Center, and we should see programming to support teaching and delivery for neurodiverse students. Lauren is working on finding new opportunities for employee training. It was suggested that we could contact local special education teachers to help us understand classroom management, and it would be a nice way to partner with the city.

Meeting was adjourned at 9:51am